

BEYOND LOCUM TENENS: HEALTHCARE STAFFING FOR THE FUTURE

In a survey of over 300 healthcare leaders on a broad range of topics that looked at their top concerns for today and the future, and how they plan to strategize for future success. With the impending labor shortage and the number of individuals 65 and older expected to surpass those under 18 by 2035, health care leaders were asked how they plan to respond.

- Clinician engagement and talent recruitment is a noted business priority for healthcare leadership teams today and is expected to stay that way in the coming years.
- Nearly half of healthcare organizations are considering or turning to short-term staffing contracts to fill clinical and non-clinical roles.
- Leaders are five times more likely to consider leaving staffing models intact rather than alternative strategies.

The emergence of healthcare-specific gig economy platforms such as Nomad Health and Enzyme have created a new way forward for temporary and project-based work. At the same time, the contingent of leaders who are exploring and embracing short-term staffing confirms a new status quo for healthcare labor: unpredictability.

The nature of fluctuating staffing needs and potential uptick in employee churn will have a significant impact on how future healthcare executives lead, not to mention how they attract and promote skilled people.

Key Takeaways

Success in the future will require a staffing strategy that's different than the strategies deployed today. As healthcare leaders plan for the future, they must;

Think differently.

Look beyond the healthcare industry to identify nontraditional staffing models that are effective in other industries.

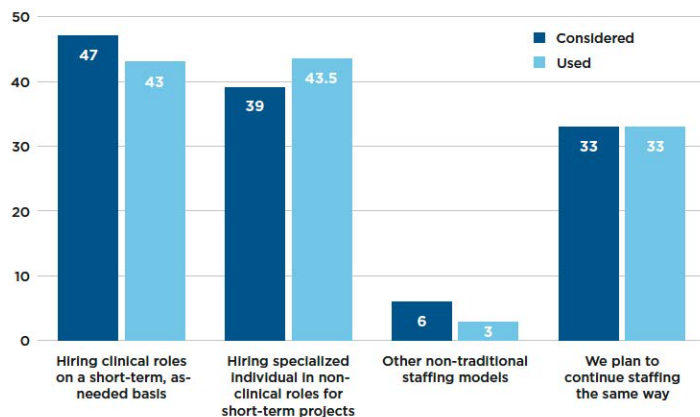
Plan differently.

Align your staffing plans for the future to your long-term strategic plan to ensure you have the right people to execute on your plan.

Act differently.

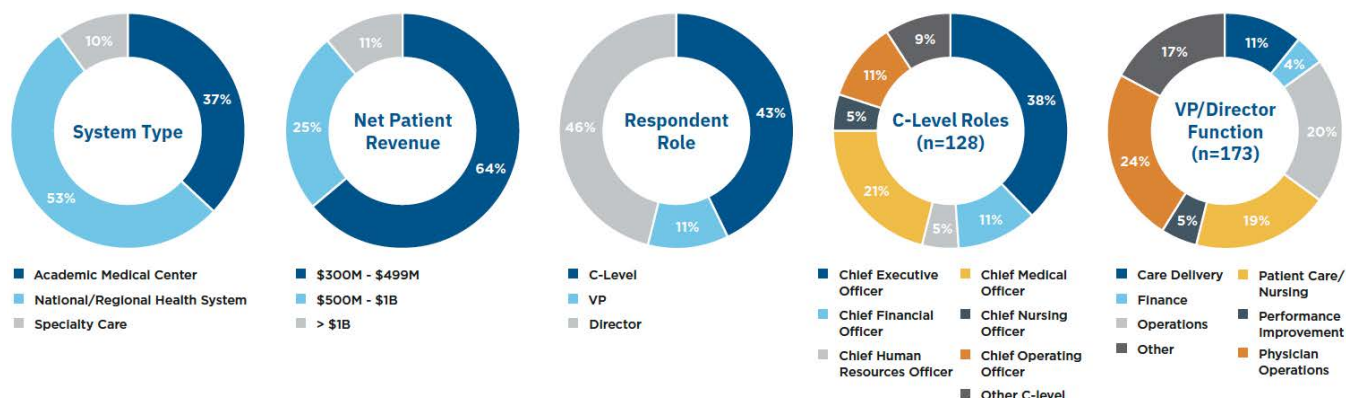
Create a culture where physicians, staff and employees want to work so you can retain your high-performing individuals while attracting new employees (both permanent and temporary).

Shifting to Non-Traditional Staffing Models



Research Methodology

Respondent Demographics



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